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Mr. Marshal Cummings
President – USW Local 13214
720 2nd Street
Rock Springs, WY 82901

Re: Change in Caustic Duties and Reinstatement of Dredge

Dear Marshal:

The Union and the Company mutually agree to the following conditions regarding the change in the A – Kiln/Caustic Helper position and the reinstatement of Dredge operations.

1. The A – Kiln/Caustic Helper position will be eliminated, and will be repurposed as a AA Caustic/Crystal Recovery Helper Operator. This position will include:
 - a. Operation of the Kiln, Slaker, Caustic Evaporators, Melter, and Shore Equipment, including minor maintenance work associated with the setup, operation, and winterization of the equipment.
 - b. The AA Caustic/Crystal Recovery Helper Operator will be required to qualify on the ZA Caustic/Crystal Recovery Control job.
 - i. Once the operator has qualified on the ZA Caustic/Crystal Recovery Control job, the operator will obtain AAA wages and will be required to bid at that classification.
2. Those currently holding an A – Kiln/Caustic Helper position who no longer wish to remain in the position will notify the Company no later than seven days following execution of this agreement of their intent to bid out of the department. This is a one-time choice and is irrevocable once the bid for their replacement has been awarded. If employees do not indicate their intention to bid out of the department, the rest of this paragraph will not apply, and employees must bid out under normal contractual provisions. Additionally:



- a. Current employees who do not wish to perform the tasks as outlined in the AA Caustic/Crystal Recovery Helper Operator position will be given up to 3 months from the date of implementation to bid out of their current position. During this time, these employees will have the same bidding rights as if they were in the yard.
 - b. To facilitate training, the Company will post bids for replacements as current employees notify the Company that they do not wish to remain in their current position.
 - c. Current employees will be moved to their new bids as their replacements become qualified.
 - d. If current employees who do not wish to perform the tasks as outlined in the AA Caustic/Crystal Recovery Helper Operator position have not been awarded another classification by the end of the 3-month period, they will be moved to the yard after their replacement becomes qualified, and will receive A-class wages for three months after placement in the yard, unless the employee bids to a higher rate classification during that time.
3. Dredge operations will resume, and eight (8) AA Crystal Recovery Area Attendant positions will be posted for bid.
 - a. Those who held AA Crystal Recovery Area Attendant bids at the time of the 2024 reduction in force will have preferred bidding rights, and all current bidding restrictions imposed for the following individuals will be waived if they choose to bid on the newly posted AA Crystal Recovery Area Attendant bids:
 - i. David Legerski
 - ii. Robert Clark
 - iii. Larry Byrd
 - iv. Scott Meeks
 - v. Robert Kidman
 - vi. William Vegors
 - vii. Ryan Slaugh
 - viii. Laine Gunyan
 - ix. Jaime Flores
 - x. Sigifredo Perez
 - xi. Mario Ocana
 - xii. Aaron Sheldon
 - b. Tenure for any successful bidder listed above will be reinstated to their original placement in the AA Crystal Recovery Area Attendant bid, showing no break in job tenure.
 - c. If the successful bidder listed above has bid to another department, the interdepartmental bid to the newly posted AA Crystal Recovery Area Attendant bids will not count towards any interdepartmental cross-bidding restrictions.




4. Safety will conduct evaluations to determine and ensure safe performance of dredge operations at the following intervals: 1 week, 2 weeks, and once per month until 6 months of operations. The Company and Union mutually agree to meet and discuss any issues that arise from these evaluations.
 - a. Any employee who feels their job is unsafe may exercise the process outlined in Section XXIII.6.
5. This agreement is without practice or precedent to any future similar issues.

If the above accurately represents our discussions, please indicate your concurrence by signing below and returning an executed copy to me.

Sincerely,

Kristin Casey
Labor Relations Manager



Marshal Cummings – President
USW Local 13214

7/1/2025

Date

~~Dredge employees will not be forced in the mine~~
If 2 tenders doesn't work as expected employees will be expected to drive and receive a stipend. Employees will be paid .5 hrs of OT for every relief they make if the 2 tenders solution doesn't work as intended